

Eye on Washington Regulatory Update

DOL Provides Fact Sheets on Final Overtime Rule

It was previously reported that on September 24, 2019, the U.S. Department of Labor (DOL) **released its final rules** for establishing the amounts required to be earned by an employee in order for that employee to be exempt from the Fair Labor Standards Act (FLSA) overtime requirements.

Under the final rule to become effective January 1, 2020, the amounts required to be earned by an employee for that employee to be exempt from the FLSA overtime requirements will be \$684 per week (\$35,568 annually).

The new salary level for the Highly Compensated Exemption (HCE) will be increased to \$107,432 from the current level of \$100,000.

The DOL has now released the following fact sheets which specifically address Special Salary Levels for the U.S. Territories (Fact Sheet 17T), Nondiscretionary Bonuses and Incentive Payments (Including Commissions) and Part 541 Exempt Employees (Fact Sheet 17U), and Exemption for Administrative Employees Under the Fair Labor Standards Act (FLSA) (Fact Sheet 17C).

Fact Sheet 17T

<https://www.dol.gov/whd/overtime/whdfs17t.htm>

Fact Sheet 17U

<https://www.dol.gov/whd/overtime/whdfs17u.htm>

Fact Sheet 17C

https://www.dol.gov/whd/overtime/fs17c_administrative.pdf

For a copy of the DOL final rule, click on the link provided below.

https://www.dol.gov/whd/overtime2019/overtime_FR.pdf

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